



**Dhir
& Dhir**
Advocates & Solicitors



POONAM BISHT

Chief Executive Officer





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poonam.bisht@dhirassociates.com

EDUCATION

- LLB 2008
- Executive Education Programme on Leading Professional Service Firms 2015

MEMBERSHIP

- Treasurer, IWIRC India
- INSOL India
- Bar Council of India

Poonam Bisht is the Chief Executive Officer of Dhir & Dhir Associates, one of the highly reputed law firms in India. With a long-standing commitment and association with the firm for over two decades now, Poonam has been able to bring in organic growth both internally and externally by way of in-depth understanding of critical aspects.

She has played an instrumental role by building up robust systems and processes across various firm functions. She spearheads the firm's operations and focuses on management, strategic communications, finance, practice development, IT, etc. She works closely with lawyers and clients to understand their legal requirements, professional aspirations, and create business opportunities. Over the years, she has successfully assisted Managing Partners and Partners of the firm on several strategic and financial initiatives to enable the firm to scale the growth trajectory.

She has had several successful working models ever since she took on the Chief Executive Officer's role. She is known for her role in

transforming managerial & strategic functions at the firm. Under her guidance, the firm implemented technology-driven processes in tandem with the best practices and created a road map of growth, with a strong focus on delivering expert and practical solutions for clients.

In addition to her responsibilities, Poonam ensures a conducive work environment where all the professionals work to provide qualitative services to the client in a most timely and effective manner. This includes acquiring and retaining talent, motivating the professionals to perform at the peak of their potential, and dovetailing the team members' aspirations with the firm's overall growth. She keeps the team updated with new laws and amendments promulgated frequently in India's dynamic economic environment.

She is also the Presiding Officer of the firm's Internal Complaints Committee (ICC), constituted in compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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